Our Corporate Responsibility Framework

Our corporate responsibility framework aligns our principles, our goals and business strategy, and our material topics:

<table>
<thead>
<tr>
<th>Corporate strategy</th>
<th>We strive to make a remarkable impact on patients and drive sustainable growth by discovering and delivering a consistent stream of innovative medicines that address serious health problems</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Creating real health improvement is not only our mission, but also how we stay competitive. To be a leading health care innovator, we must attract, retain and support a diverse workforce and invest in their efforts to develop medicines that bring value for patients.</td>
</tr>
<tr>
<td></td>
<td>We recognize that health is of fundamental importance to all people. To participate over the long term in the provision of health care, we must earn and maintain the trust of patients, health care providers, regulators, policymakers and the public.</td>
</tr>
<tr>
<td></td>
<td>For any enterprise to be successful, it must operate in a healthy business environment. We have the opportunity to use our unique resources to support well-being, resilience and growth in the communities where we do business, and help lay the foundation for broader community vitality.</td>
</tr>
</tbody>
</table>

**Principles**

- Driving innovation
- Transforming lives
- Embracing diversity and inclusion
- Acting with integrity
- Serving the community

**Responsibility commitments**

**Use our expertise to improve health**

- We conduct research to make innovative medicines that offer real patient benefit.

**Steward our ethical and sustainable business**

- We maintain high standards of ethics, quality and safety.

**Support long-term community strength**

- We advance patient, family and caregiver well-being through education and support.

**Material topics impacting**

**Patients in our primary therapeutic areas**

- We promote a diverse, inclusive workplace to drive innovation. We invest in our people, to build the capabilities they need to develop and perform.

**Employees and contractors**

- We protect human rights and workplace safety.

**Society and the environment**

- We support our people so they can be their personal best every day.

- We give medicines, expertise and funding to promote the health needs of the underserved.

- We prioritize environmental sustainability across our business and supply chain.

- We support communities through economic activity, employee volunteerism and philanthropy.

---

*AbbVie*